



## ANNUAL PUBLIC FILE REPORT

COVERING THE PERIOD: 9/22/2009 – 9/30/2010

### STATION(S): KEPR-TV, KIMA-TV, KUNW-CA<sup>1</sup>

The purpose of this EEO Public File Report is to comply with Section 73.2080(e)(6) of the FCC's 2002 EEO Rule. This EEO Public File Report is on behalf of the employment unit consisting of KEPR-TV, KIMA-TV, KUNW-CA, KVK-CA, and KORX-CA.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080c(1)(iii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies, and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080c(2) of the FCC rules.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

<sup>1</sup> KVK-CA and KORX-CA rebroadcast KUNW-CA; references to KUNW in this report include KVK-CA and KORX-CA.

**ANNUAL PUBLIC FILE REPORT**  
**COVERING THE PERIOD: 9/22/2009 – 9/30/2010**

**STATION(S): KEPR-TV, KIMA-TV, KUNW-CA**  
**Section I: Vacancy Information**

	<b>Full-time Vacancies Filled</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source of Hire</b>	<b>Interviews Completed</b>	<b>Recruitment Sources Utilized</b>
1	Administrative Assistant	5/1/2010	5/12/2010	Yakima Herald Website	6	1-55
2	Reporter	2/26/2010	3/2/2010	Employee Referral	3	1-54
3	Receptionist	11/16/2009	1/4/2010	Craigslis	9	1-54
4	Account Executive	6/4/2009	2/1/2010	Yakima Herald Website	8	1-54
5	Account Executive	10/12/2009	11/14/2009	Employee Referral	4	1-54
6	Weather Anchor/News Reporter	7/25/2010	8/11/2010	TVJobs.com	3	2-3,5-12,18-19,24-31,36-37,43,48-52,56-58
7	Sports Anchor/News Reporter	5/31/2010	8/11/2010	TVJobs.com	4	1-54
8	Reporter	4/26/2010	8/9/2010	TVJobs.com	5	1-54
9	Anchor/Reporter	1/18/2010	8/23/2010	Company Website	4	1-54
10	Creative Services Producer	12/2/2009	2/16/2010	Employee Referral	5	1-54
11	Local Sales Assistant	7/1/2010	7/26/2010	Employee Referral	5	2-3,5-12,18-19,24-31,36-37,43,48-52,56-58
12	Account Executive	2/16/2010	7/8/2010	Company Website	3	1-54

Total Number of persons interviewed during applicable period: 59

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**STATION(S): KEPR TV, KIMA TV, KUNW-CA<sup>2</sup>**

	<b>Recruitment Source (Name, Address, Telephone, Contact Person)</b>	<b>Total Number of Interviews Referred</b>	<b>Did this source request vacancy information?</b>
1	<b>Chanel Malone</b> cmimirorimage2004@yahoo.com		YES
2	<b>California Chicano News Media Association</b> USC School of Journalism 3800 S. Figueroa St. Los Angeles CA 90037-1206 213.743.4960 213.743.4989 ccmainfo@ccma.org		YES
3	<b>Central Washington University</b> Teresa Youngren 400 E. University Way Ellensburg WA 98926 509.963.1921 career@cwu.edu		NO
4	<b>Cherry Creek Radio</b> Lisa Rodriguez 501 S. Cherry Street Denver, CO 80246 303.468.6500 larodriguez@cherrycreekradio.com		NO
5	<b>Eastern Washington University</b> Pam Bumpas - Dept. of Electronic Media and Film 104 RTV Building Cheney WA 99004 pbumpas@mail.ewu.edu		NO
6	<b>Edmonds Community College</b> 20000 68 <sup>th</sup> Avenue W Lynnwood, WA 98036 425.640.1459 careeractioncenter@edcc.edu		NO

7	<b>Evergreen Community College</b> Wendy Freeman 2700 Evergreen Parkway NW Olympia, WA 98505 360.567.6596 freemanw@evergreen.edu			NO
8	<b>Fisher Website</b> (www.FSCI.com)	6		NO
9	<b>Grays Harbor College</b> Patricia Foshaug 1620 Edward P Smith Drive Aberdeen, WA 98520 360.539.9020 pfoshaug@ghc.edu			NO
10	<b>Green River Community College</b> Karen Brasch 12401 SE 320 <sup>th</sup> Street Auburn, WA 98092 253.833.9111 kfrasch@greenriver.edu			NO
11	<b>Heritage University</b> 3240 Fort Road Toppenish, WA 98948 888.272.6190 sanchez_j@heritage.edu			NO
12	<b>International Women's Media Foundation</b> Kimberly Robinson 1625 K Street NW, Ste. 1275 Washington DC 20006 202.496.1992 krobinson@iwmf.org			NO
13	<b>KATU TV</b> Janet Maxson 2153 N.E. Sandy Blvd. Portland OR 97232 503.231.4222 jmaxson@katu.com			NO

14	<b>KCBY</b> Sara Halka 3451 Broadway North Bend, OR 97459 541.269.1111 shalka@kcbv.com		NO
15	<b>KEPR TV</b> Cris Headley 2807 W. Lewis St. Pasco WA 99301 509.547.0547 cheadley@keprtv.com		NO
16	<b>KIDK TV</b> Leslee Hammer 1255 East 17th St. Idaho Falls ID 83404 208.522.5100 leslee@kidk.com		NO
17	<b>KIMA - Reception</b> 2801 Terrace Heights Drive Yakima, WA 98901 509.575.0029 509.248.1218		NO
18	<b>KIMA TV</b> Jamie Meek 2801 Terrace Heights Dr. Yakima WA 98901 509.575.0029 509.248.1218 jimeek@kimatv.com INTERNAL POSTING	2	NO
19	<b>KEPR/KIMA/KLEW Websites</b> <a href="http://www.keprtv.com">www.keprtv.com</a> <a href="http://www.kimatv.com">www.kimatv.com</a> <a href="http://www.klewtv.com">www.klewtv.com</a>	3	NO

20	<b>KLEW TV</b> Ann Fickenwirth 2626 17th St. Lewiston ID 83501 208.746.2636 ann@klewv.com		NO
21	<b>KOMO TV</b> Anita Bozanich 100-4th Avenue N. Seattle WA 98109 206.404.4000 Abozabich@FSCI.com		NO
22	<b>KOMO/KUNS</b> Kira Knight 100-4th Avenue N. Seattle WA 98109 206.404.4000 kknight@komotv.com		NO
23	<b>National Association of Black Journalists</b> 8701-A Adelphi Road Adelphi, MD 20783 301.445.7100 nabj@nabj.org		NO
24	<b>National Association of Hispanic Journalists</b> Virginia Galindo 100 National Press Building Washington DC 20045-2100 888.346.6245 202.662.7144 jobbank@nahj.org		NO
25	<b>National Hispanic Media Coalition</b> Acasia Flores 55 S, Grand Avenue Pasadena, CA 91105 626.792.6462 info@nhmc.org		NO

26	<b>National Lesbian and Gay Journalists</b> 1420 K Street, Ste. 910 Washington DC 20005 202.588.1818 info@nlgia.org		NO
27	<b>Northwest Employment Listings</b> Tina Hathaway 522 N Colorado St, Ste 208 Kennewick, WA 99336 509.374.3000 nwels@earthlink.net		NO
28	<b>Pierce College - Ft. Steilacoom</b> Maritza Baida-Medina 9401 Farwest Dr SW Lakewood, WA 98498 253.964.6610 mbaida@pierce.ctc.edu		NO
29	<b>Seattle Central Community College</b> Kavitha James 1701 Broadway Seattle, WA 98122 206.587.3800 womensprograms@sccd.ctc.edu		NO
30	<b>Seattle Indian Center</b> Victine Joyner 611 12 <sup>th</sup> Ave S, Ste 300 Seattle, WA 98144 206.329.8700 sic_employment@quest.net		NO
31	<b>Seattle University</b> James Vive 901 12 <sup>th</sup> Avenue Seattle, WA 98122 206.296.6000 <a href="mailto:vesti@seattleu.edu">vesti@seattleu.edu</a>		NO

32	<b>Seattle University</b> Sommer Harrison 901 12 <sup>th</sup> Avenue Seattle, WA 98122 206.296.6000 harrison@seattleu.edu		NO
33	<b>Seattle University - Communications</b> Jeffrey Philpot 901 12th Avenue Seattle WA 98122-1090 206.296.6000 jphilpot@seattleu.edu		NO
34	<b>Station Bulletin Board – KEPR</b> 2807 W. Lewis Street Pasco, WA 99301 509.547.0547 cheadley@keprtv.com		NO
35	<b>Station Bulletin Board - KLEW</b> 2626 17 <sup>th</sup> Street Lewiston, ID 83501 208.746.2636 ann@klewtv.com		NO
36	<b>Tri-City Herald Republic</b> P.O. Box 2608 Tri-Cities WA 99302 509.582.1500 www.tri-cityherald.com	6	NO
37	<b>tvjobs.com</b> Mark Holloway P.O. Box 4116 Oceanside CA 92052 760.754.8177 admin@tvjobs.com	14	NO



38	<b>UW Business School</b> Carrie Rees 110 Mackenzie Hall Box 353200 Seattle, WA 98195 206.685.2410 <a href="mailto:bcc@u.washington.edu">bcc@u.washington.edu</a>		NO
39	<b>Washington State University</b> Glenn Johnson WSU School of Communications Pullman WA 99164-2520 <a href="mailto:galljohns@wsu.edu">galljohns@wsu.edu</a>		NO
40	<b>Wenatchee Valley College</b> Victor Rodriguez 1300 Fifth Street Wenatchee, WA 98801 509.682.6800 <a href="mailto:vrodriquez@wvc.edu">vrodriquez@wvc.edu</a>		NO
41	<b>Western Washington Indian Employment</b> Daniel Greco 3701 6 <sup>th</sup> Avenue #4 Tacoma, WA 98406 253.879.9066 <a href="mailto:wwietp@msn.com">wwietp@msn.com</a>		NO
42	<b>Western Washington University</b> Ann Reynolds 516 High Street Bellingham, WA 98225 360.650.3000 <a href="mailto:ann.reynolds@wwu.edu">ann.reynolds@wwu.edu</a>		NO
43	<b>Work Source - Walla Walla</b> Lisa Whited PO Drawer H Walla Walla, WA 99362 509.527.4393 <a href="mailto:lhewitt@esd.wa.gov">lhewitt@esd.wa.gov</a>	1	NO

44	<b>WSAB</b> Sandie Maki 724 Columbia Street NW Ste 310 Olympia, WA 98501 360.705.0774 sandiewsab@earthlink.net			NO
45	<b>Yakama Indian Nation</b> Tess French tessf@yakama.com			NO
46	<b>Yakima Valley Community College</b> 1000 S. 12 <sup>th</sup> Avenue Yakima, WA 98902 509.574.4600 vvaldez@yvcu.edu			NO
47	<b>Yakima Valley Opportunities Industrialization</b> Deidre hbeauchamp@yvoic.org			NO
48	<b>Yakima Herald Republic</b> 114 N. 4 <sup>th</sup> Yakima, WA 98901 509.248.1251	12		NO
49	<b>www.craigslist.org</b>	6		NO
50	<b>Employee Referral</b>	7		NO
51	<b>Walk-ins</b>	1		NO
52	<b>www.medialine.com</b> Mark Shilstone mark@medialine.com			NO
53	<b>On-Air KIMA TV</b>			NO
54	<b>TV Newsday</b> Steve Stoltz steve.stoltz@tnewsday.com			NO
55	<b>CareerBuilder.com</b>	1		NO
56	<b>Oregon Association of Broadcasters</b> theoab@theoab.org			NO
57	<b>University of Washington</b> monet@u.washington.edu			NO
58	<b>Utah Association of Broadcasters</b> dale@utahbroadcasters.com			NO

**Section III: Narrative Description of Initiatives undertaken during the year. (Include dates of job-fairs, names of station employees who attended, short description of activities that occurred, etc.)**

**'09-'10      Participation in the Fisher Broadcasting Minority Scholarship Program.**

Fisher Broadcasting has sought to attract minority students into careers in broadcasting with annual scholarships. The scholarships have included training programs in technical areas and on-air. Applicants must be enrolled in a broadcasting, marketing, or journalism curriculum and must be of a non-white origin. Interested candidates can contact KEPR/KIMA/KUNW for an application. Bob Berry served on the review committee which awarded money to scholarship winners. Scholarship program information is made available on the station websites and at various events attended by station personnel.

**'09-'10      Yakima Valley Tech Video Production Advisory Board**

Participating Employees: Reed Hansen, Production Manager (KIMA)  
Attended Video Production Advisory Board meetings. The Advisory Board reviews curricula for high school/college media and communications courses (e.g. video production classes, etc.), to ensure that the curricula appropriately addresses the skills required for practical application in the "real world" broadcast industry. The Board also makes recommendations for new studios at YV-Tech, and works with students on resumes and searching for career schools.

**'09-'10      Internships:**

KUNW had one intern in the news department during the spring quarter '10, and KIMA had an intern in the News department for summer quarter '10. The KIMA intern was from Central Washington University, and the KUNW was from Washington State University. Both interns attended daily news meetings and shadowed various reports and photographers to learn about the expectations for positions within a newsroom and the opportunities within the broadcast industry.

**'09-'10      School Weather visits at KEPR:**

Students from the following schools toured the station facility and observed several applications within our broadcast industry. They had the opportunity to meet and discuss with anchors, reporters, photographers and support staff about careers in television broadcasting.

- Wiley Elementary, West Richland
- Washington Middle School, Yakima
- Terrace Heights Elementary, Yakima
- Cascade Elementary, Kennewick

**8/18/10      School Visit at KIMA:**

Students from Wapato School District Media Training – Wapato High School toured the station facility and observed several applications within our broadcast industry. They had the opportunity to meet and discuss with anchors, reporters, photographers and support staff about careers in television broadcasting.

'09-'10	<b>School visits at KUNW:</b> 32 students from East Valley High School 2 <sup>nd</sup> year Spanish class toured the station facility and observed several applications within our broadcast industry, specific to the Spanish markets. They had the opportunity to meet and discuss with anchors, reporters, photographers and support staff about careers in television broadcasting.
'09-'10	<b>Job Shadow at KEPR:</b> Students from Hermiston, OR Elementary School were hosted for a day-long job shadow of the Production department to see demonstration of video production and editing.
10/2009, 4/2010	<b>Job Fairs:</b> KIMA/KEPR/KUNW along with Fisher's KLEW TV station in Lewiston, Idaho participate jointly twice each year in the Washington State University Career Fair held at the school in October and April.
5/4/10	<b>YWCA 16<sup>th</sup> Annual Leadership Luncheon</b> Station Manager was Keynote speaker about the broadcast industry.
5/7-9/10	<b>Cinco De Mayo event in Yakima</b> Attended by the KUNW Sales team who spoke on behalf of the station.
6/3/10	<b>Yakima Valley Sports Commission Luncheon</b> Sports Director and KUNW staff provided information about sports broadcasting.
6/19/10	<b>Festival of Flowers Fundraiser</b> Key note speaker from station to benefit the Catholic Family & Child Services.
7/10/10	<b>Yakima Music Festival</b> KUNW broadcasting talent and sales manager attended to provide information about the Spanish language TV station.
7/12/10	<b>State of the City Luncheon</b> Station Manager was Keynote speaker about the broadcast industry.
9/12/10	<b>Fiesta Patrias in Grandview</b> KUNW broadcasting talent and sales manager attended to provide information about the Spanish language TV station.
'09-'10	<b>General Manager &amp; Sales Manager at Yakima Downtown Rotary Meetings</b> Various speaking engagements each Thursday to discuss job openings and discuss aspects of the broadcast industry.

Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
<b>FCC 397</b>					
<b>BROADCAST MID-TERM REPORT</b>				FOR COMMISSION USE ONLY FILE NO. -	

Legal Name of the Licensee  
**FISHER BROADCASTING - WASHINGTON TV, L.L.C.**

Mailing Address  
**140 FOURTH AVENUE NORTH  
SUITE 500**

City <b>SEATTLE</b>	State or Country (if foreign address) <b>WA</b>	Zip Code <b>98109 -</b>
Telephone Number (include area code) <b>2064043065</b>	E-Mail Address (if available) <b>LTHOMAS@FSCI.COM</b>	

FCC Registration Number	Facility ID Number <b>56033</b>	Call Sign <b>KIMA-TV</b>
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<b>TYPE OF BROADCAST STATION:</b>	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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**Application Purpose**  
☒ New Program Report  
☐ Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KIMA-TV	56033	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	YAKIMA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KEPR-TV	56029	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	PASCO, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No

KUNW-CA	71081	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	YAKIMA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KORX-CA	71072	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	WALLA WALLA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KVVK-CD	25358	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	KENNEWICK, ETC., WA	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name WADE H. HARGROVE			Street Address P.O. BOX 1800
City RALEIGH	State NC	Zip Code 27602-	Telephone Number 9198390300

### FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

### Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

### CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

KUNW-CA	71081	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	YAKIMA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KORX-CA	71072	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	WALLA WALLA, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KVVK-CD	25358	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	KENNEWICK, ETC., WA	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name WADE H. HARGROVE			Street Address P.O. BOX 1800	
City RALEIGH	State NC	Zip Code 27602-	Telephone Number 9198390300	

### FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

### Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

### CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.





Signed	Name of Respondent ROBERT I. DUNLOP
Title SENIOR VICE PRESIDENT	Telephone No. ( include area code) 2064047000
Date	

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

### Section II

#### RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: LARRY ROBERTS	Title: VP AND GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### Section III

#### MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

#### FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to [PRA@fcc.gov](mailto:PRA@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

## Exhibits

### Exhibit 1

Description: EXHIBIT 1

THE STATIONS THAT ARE THE SUBJECT OF THIS MID-TERM EEO REPORT ARE LICENSED RESPECTIVELY AS FOLLOWS: KIMA-TV/KEPR-TV - FISHER BROADCASTING WASHINGTON TV, L.L.C. AND KUNW-CA/KORX-CA/KVVK-CD - FISHER RADIO REGIONAL GROUP INC. THE STATIONS ARE COMMONLY OWNED AND COMPRISE ONE EMPLOYMENT UNIT.

**Attachment 1**

Description
2010 EEO PUBLIC FILE REPORT
2009 EEO PUBLIC FILE REPORT

**Attachment 1**

Description
<u>2010 EEO PUBLIC FILE REPORT</u>
<u>2009 EEO PUBLIC FILE REPORT</u>

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